

Panaji, 16th October, 2003 (Asvina 24, 1925)

SERIES II No. 29

OFFICIAL GAZETTE



GOVERNMENT OF GOA

Note:- There is one Supplement and Three Extraordinary issues to the Official Gazette, Series II No. 28 dated 9-10-2003 as follows:-

- 1) Supplement dated 9-10-2003 from pages 861 to 872 regarding Orders from Department of Labour.
- 2) Extraordinary dated 9-10-2003 from pages 873 to 874 regarding Notification from Department of Panchayat Raj & Community Development (Directorate of Panchayats).
- 3) Extraordinary No. 2 dated 14-10-2003 from pages 875 to 876 regarding Notification from Department of Science, Technology & Environment.
- 4) Extraordinary No. 3 dated 14-10-2003 from pages 877 to 878 regarding Notification from Department of Panchayati Raj & Community Development (Directorate of Panchayats).

GOVERNMENT OF GOA

Department of Co-operation

Office of the Registrar of Co-operative Societies

Order

No. 1-13-2001-TS-RCS

- Read:-
1. This office order No. 1-13-2001-TS-RCS dated 14-4-2003 appointing a Committee of Administrators in terms of Clause (e) (ii) of sub-section (1) of Section 77A of the Maharashtra Co-op. Societies Act, 1960 as in force in the State of Goa, to manage the affairs of the Secretariat Staff Co-op. Credit Society Ltd., Secretariat, Panaji-Goa.
 2. Letter No. COM/III/28(59)/2003 dated 28-5-2003 received from the Goa Public Service Commission expressing therein inability to spare the services of Shri B. T. Mahale, Under Secretary of the Commission to function as member of the Committee of Administrators.

In partial modification to this office order of even number dated 14-4-2003 referred to (1) above and in exercise of the powers vested in me under Clause (e) (ii) of sub-section (1) of Section 77A of the Maharashtra Co-operative Societies Act, 1960 as in force in the State of Goa, I, P. K. Patidar, Registrar of Co-op. Societies, Goa

hereby reconstitute the Committee of Administrators of the following persons to manage the affairs of the aforesaid Society in place of Committee of Administrators appointed vide order referred to at (1) above:-

1. Shri S. S. Dharangutti, Chairman
Secretariat,
Panaji-Goa.
2. Shri Raoji D. Priolkar, Member
Secretariat,
Panaji-Goa.
3. Shri Umesh Kerkar, Member
Secretariat,
Panaji-Goa.

This order shall come in force with immediate effect.

P. K. Patidar, Registrar of Co-op. Societies.

Panaji, 12th June, 2003.

Order

No. 42/6(b)/2000/TS/RCS

Read:- Order No. 3-1-81/EST/RCS(Part) dated 16-5-2003.

In exercise of the powers vested in me under Section 156 of the Maharashtra Co-operative Societies Act, 1960 as applied to the State of Goa, I, P. K. Patidar, Registrar of Co-op. Societies, Government of Goa, hereby empowers Shri S. S. Sukhthankar Jr. Auditor/Inspector attached to the office of Asstt. Registrar of Co-op. Societies, Central Zone, Panaji to deal with the ABN and Execution Cases of the Goa Urban Co-op. Bank Ltd., Panaji, to work as "Sale Officer" as defined in Rule 2 of sub-rule (h) of the Co-op. Societies Rules, 1962 as in force in this State, to attach and sale the movable property of defaulter and to execute any decree by attachment and sale of property as per the procedure laid down under Rule 104 of the Co-op. Societies Rules, 1962, as in force in this State of Goa.

P. K. Patidar, Registrar of Co-op. Societies.

Panaji, 25th June, 2003.

Order

No. 19/1/2002/Salcete/TS/RCS

Read:- Order No. 19/1/2002/Salcete/TS/RCS dated 18-11-2002.

By virtue of the powers vested in me under Section 78 of the Maharashtra Co-operative Societies Act, 1960 as in force in the State of Goa, read with Rule 61 of the Co-operative Societies Rules, 1962, I, P. K. Patidar, Registrar of Co-operative Societies Government of Goa, hereby extend the period of Committee of Administrators of the Salcete Urban Co-op. Credit Society Ltd., Margao, Salcete-Goa, appointed vide order referred to above for further period of six months from 20-5-2003 to 19-11-2003. The Administrators shall take necessary steps to hold the Election of the Managing Committee of Salcete, Urban Co-op. Credit Society Ltd., Salcete-Goa, before expiry of the extended period.

P. K. Patidar, Registrar of Co-op. Societies.

Panaji, 30th June, 2003.

Order

No. 1-25-2001-TS-RCS

Read:- 1) This office order No. 1-25-2001-TS-RCS dated 9-10-2002.

2) Letter No. 13/53/86/ARCS/CZ dated 30-5-2003 received from Asstt. Registrar of Co-op. Societies, Central Zone, Panaji.

By virtue of the powers vested in me under Section 78 of the Maharashtra Co-operative Societies Act, 1960 as in force in this State, read with Rule 61 of the Co-operative Societies Rules, 1962, I, P. K. Patidar, Registrar of Co-operative Societies Government of Goa, hereby extend the period of the Administrators of the Central Government Employees Co-op. Housing Society Ltd., Panaji-Goa, appointed vide order referred to at 1 above for the further period of 6 months w.e.f. 16-5-2003. The Administrator, shall take necessary steps to hold the election of the Managing Committee of the Central Government Employees Co-op. Housing Society Ltd., Panaji-Goa, before expiry of the extended period.

P. K. Patidar, Registrar of Co-op. Societies.

Panaji, 3rd July, 2003.

Order

No. 1-2001-TS-16-RCS

Read:- 1. This office order No. 1-2001-TS-16-RCS dated 25th April, 2003 appointing a Committee of Administrators in terms of

sub-section (1) of Section 78 of the Maharashtra Co-op. Societies Act, 1960 as in force in the State of Goa, read with sub rule (1) of Rule 61 of the Co-operative Societies Rules, 1962 to manage the affairs of the Bandiwade V. K. S. S. Society Ltd., Bandiwade, Ponda-Goa.

2. Letter dated 27-6-2003 received from Shri Raghunath Vaze, Nagueshi, Bandora-Goa.

In partial modification to this office order of even number dated 25th April, 2003 referred to at (1) above and in exercise of the powers vested in me under sub-section (1) of Section 78 of the Maharashtra Co-operative Societies Act, 1960 as in force in the State of Goa, read with sub-rule (1) of Rule 61 of the Co-operative Societies Rules, 1962, I, P. K. Patidar, Registrar of Co-op. Societies, Goa hereby reconstitute the Committee of Administrators of the following persons to manage the affairs of the aforesaid society in place of Committee of Administrators appointed vide order referred to at (1) above:-

1. Shri Shashikant Vaze alias Chairman
Raghunath Vaze,
Nagueshi, Bandora-Goa.
2. Shri Anand Madhu Naik, Member
Ramnathi, Bandora-Goa.
3. Shri Francis Diogo D'Costa, Member
Vagdor, Bandora-Goa.
4. Shri Sudesh Naik, Member
P.W.D. Contractor,
Rajinwada, Gounem-Goa.
5. Shri Damodar Naik, Member
Mahalaxmi, Bandora-Goa.

This order shall come in force with immediate effect.

P. K. Patidar, Registrar of Co-op. Societies.

Panaji, 3rd July, 2003.

Notification

No. 42/1/2003/TS/RCS

In exercise of the powers conferred by the proviso to Section 28 of the Maharashtra Co-operative Societies Act, 1960 (Maharashtra Act No. XXIV of 1961) as in force in the State of Goa (hereinafter called as the "said Act"), the Government of Goa hereby specifies in respect of the following class of societies, a higher amount not exceeding Rs. 20,000/-, for the purposes, of Clause (b) of said Section 28 of the said Act, from the date of publication of this Notification in the Official Gazette.

Sr. No.	Name of the Society	Class of Society
1)	Gomantak Textiles Co-op. Society Ltd., Panaji-Goa.	"Producers' Society"
2)	Gomantak Agriculture Produce Processing Co-op. Society Ltd., Panaji-Goa.	"Processing Society"
3)	Yash Knitwear Co-op. Society Ltd., Panaji-Goa.	"Producers' Society"
4)	Shripad Textiles Co-op. Society Ltd., Panaji-Goa.	"Producers' Society"

By order and in the name of the Governor of Goa.

P.K. Patidar, Registrar of Co-op. Societies and Ex-officio Jt. Secretary.

Panaji, 7th July, 2003.

Department of Labour

Order

No. 28/40/2003-LAB

Whereas the Government of Goa is of the opinion that an Industrial Dispute exists between the management of M/s. The Madgaum Urban Co-operative Bank Ltd., and the Madgaum Urban Co-operative Bank Workers Organisation, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act, 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- "(1) Whether the following demands raised by the Madgaum Urban Co-operative Bank Workers Organisation vide letter dated 13-7-1999 before the management of M/s. The Madgaum Urban Co-operative Bank Ltd., Madgaum-Goa, are legal and justified?

Charter of Demands

Demand No.

- (1) (a) Clerical Grades: Pay Scales:

250-20-310-25-360-30-390-35-460-40-540-45-675-50-825-55-990-60-1290-65.

- (b) Subordinate staff:

160-10-190-12-214-15-244-20-324-25-424-30-544-33-709.

Fitment in the new scale shall be on the stage to stage basis.

- (2) Dearness Allowance:

The organization demands that existing system of Dearness Allowance should be continued.

- (3) Additional D.A.:

The Organization demands that, besides D.A., additional D.A. shall be paid as per the existing system, with the following modification.

- For basic upto Rs. 800/- as per existing formula (a) & (b).
 - From basic pay Rs. 800/- to Rs. 1050/- additional D.A. 25% for every 4 points rise above 202 points of consumer price index 1960=100.
 - From basic pay Rs. 1100/- to Rs. 1300/- additional D.A. 20% for every 4 points rise above 202 points of consumer price Index 1960=100.
 - From basic pay of Rs. 1301/- and above additional D.A. at the rate of 15% for every 4 points of consumer price index 1960=100.
- The other conduction shall remain unchanged.

- (4) House Rent Allowance:

Organization demands that all the workmen shall be paid House Rent Allowance at the rate of 15% of basic and DA.

- (5) Functional Allowance:

Organization demands that the existing functional allowance shall be revised as under.

- (a) For Clerical Staff:-

- Head Cashier (Main) Rs. 500/- p.m.
- Cashier Rs. 450/- p.m.
- Electricity bill collection Margao Br. Rs. 100/- p.m.
- Cleaning house allowance Rs. 400/- p.m.
- Lodging of cash/gold with other banks Rs. 10/- p.m.
- Recovery clerks for outdoor duty Rs. 400/- p.m.
- Officiating duty shall be given to the seniormost staff at branch level as and when required and allowance of Rs. 50/- per day shall be paid to the concerned clerk.

- (b) For sub-staff:-

- Stitching of notes Rs. 120/- p.m.

- (ii) Filing and stitching of vouchers Rs. 80/- p.m.
- (iii) Hand delivery peon Rs. 120/- p.m.
- (iv) Cyclostyling Machine Operator Rs. 80/- p.m.
- (v) Lodging of cash/gold with other banks Rs. 08/- per trip
- (vi) Subordinate staff at small branches shall be paid consolidated allowance of Rs. 200/- p.m. for performing various functions provided if there is only one peon at the branch.
- (c) *Waiting Allowance for Peons:-*

The waiting allowance for peons shall be Rs. 50/- per head per meeting.

(6) Evening Session Allowance:

- (i) Clerks Rs. 240/- p.m.
- (ii) Subordinates Rs. 140/- p.m.

(7) Travelling and Daily Allowance:

Organization demands that T & D allowance shall be revised as under.

- (i) Clerks (a) Actual collective taxi fare of Rs. 4.00 per k.m. if own vehicle is used for travelling.
(b) Daily allowance of Rs. 100/- per day.
- (ii) Subordinate (a) Rs. 4.00 per k.m. if own vehicle is used for travelling.
(b) Daily allowance Rs. 80/- per day.
- (iii) However when an employee is deputed for some other branches within the same municipal area, only T.A. is payable.

Further, in case of deputation outside Goa, either for training or any other work, the daily allowance shall be at the rate of Rs. 500/- per day.

(8) Tea Allowance:

The Organization demands that Tea Allowance shall be paid at the rate of Rs. 150/- p.m. to each staff members.

(9) Closing Allowance to the Clerical and sub-staff:

The Organization demands that the closing allowance shall be revised to Rs. 350/- per closing and it will be credited to the S.B. A/c of respective staff members.

(10) Car Loan:

The Organization demands that staff members who have put minimum of 15 years of service shall be considered eligible for car loan of 80% of vehicles cost with 4% interest.

(11) Leave:

Organization demands that as the existing leave is very less the same should be increased. The details will be discussed during the time of negotiations.

(12) Pension:

Organization demands that pension at par with the nationalised banks, shall be made applicable with the amendment time to time.

(13) Transfer:

Organization demands that no transfer should be made and in case of genuine need of the transfer it should be done with the consent of the employees and also with the discussions with Organization (Union).

(14) Medical Re-imbursement:

The Organization demands that total reimbursement of medical bills of the employees spent by him for medical expenses of self and dependent shall be reimbursed without any restriction.

(15) Leave Travel Concession:

1. The Organization demands that all the permanent employees shall be reimbursed the leave travel concession in block of two years on following basis:-

For Officers: Rs. 10000/-
For Clerks: Rs. 9000/-
For Substaff: Rs. 7000/-

(16) Housing Loan:

- (a) Organization demands that Housing Loan entitlement shall be revised as follows:-

Clerks from: Rs. 2,25,000/- to Rs. 4,25,000/-
Sub-staff from Rs. 1,75,000/- to Rs. 2,75,000/-

- (b) *Housing Loan for House Repair:-*

Organization demands that existing House Repair loan shall be revised to Rs. 2 Lakhs, other conditions shall remain the same.

- (c) The Organization demands that rate of interest should be 5% per annum on total loan.

(17) Computer Allowance:

The Organization demands that the existing Computer Allowance shall be revised to Rs. 500/- p.m. for clerks and Rs. 750/- p.m. for officers, the other conditions remain unchanged.

(18) Advances:

The Organization demands that the existing advances shall be revised to the tune of 100% (The details will be submitted at the time of negotiations).

(19) Promotion Policy:

The Organisation demands that new promotion policy should be promulgated in consultation with our Organization (The detailed policy will be submitted during the time of negotiations).

(20) The Organization reserves the right to add, delete, amend any demands during the time of negotiations.

(2) If not, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th August, 2003.

Order

No. 28/38/2003-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Gregory and Nicholas, Parra, Bardez, Goa, and it's workmen represented by the Goa Trade and Commercial Workers Union, Panaji-Goa, in respect of the matter specified in the schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act, 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

"(1) Whether the action of the management of M/s. Gregory and Nicholas, Parra, Bardez, Goa, in refusing the services of the following workers with effect from 24-2-2003 under the garb of closure of establishment, is legal and justified?

- (1) Ms. Sangeeta Jadhav.
- (2) Ms. Milan Sawal.
- (3) Ms. Vasanti Pednekar.
- (4) Ms. Sylvia D'Silva.
- (5) Ms. Chaya Pednekar.
- (6) Ms. Veena Mallekar.
- (7) Ms. Savita Mayekar.
- (8) Ms. Ujwala Naik.
- (9) Ms. Chaya Korgaonkar.
- (10) Ms. Rasika Sherlekar.
- (11) Ms. Ambika Kalangutkar.

- (12) Ms. Joshna Tarlekar.
- (13) Ms. Darshan Deuskar.
- (14) Smt. Radhabia Kerkar.

(2) If not, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 29th August, 2003.

Order

28/38/2003-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Gregory and Nicholas, Parra, Bardez, Goa, and it's workmen represented by the Goa Trade and Commercial Workers Union, Panaji-Goa, in respect of the matter specified in the schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act, 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

"(1) Whether the action of the management of M/s. Gregory and Nicholas, Parra, Bardez, Goa, in terminating the services of the following workers, with effect from 22-2-2003 under the garb of closure of establishment, is legal and justified?

- (1) Mr. Sandeep Palni.
- (2) Ms. Jyoti Naik.
- (3) Ms. Sushma Kalshaokar.
- (4) Ms. Reshma Chari.
- (5) Ms. Anusaya Mandrekar.
- (6) Ms. Prafulla Korgaokar.
- (7) Ms. Siddhi Naik.
- (8) Ms. Reshama Korgaokar.
- (9) Ms. Chitra Gad.
- (10) Ms. Sunanda Mandrekar.
- (11) Ms. Poonam Shirodkar.
- (12) Mr. Siddesh Palyekar.
- (13) Ms. Sumitra Mandrekar.
- (14) Mr. Laxman Chari.
- (15) Ms. Suvarna Deuskar.
- (16) Ms. Mangala Chari.
- (17) Ms. Shilpa Korgaokar.

- (18) Mr. Sadanand Chari.
- (19) Mr. Chandan Narvekar.
- (20) Ms. Suchitra Nerkar.
- (21) Ms. Ranjita Mahamal.
- (22) Ms. Rajani Dhargalkar.
- (23) Ms. Sadhana Malvankar.
- (24) Ms. Priyawanda Desai.
- (25) Ms. Anita Mandrekar.
- (26) Ms. Seema Talkar.
- (27) Ms. Savita Harmalkar.
- (28) Ms. Rupa Mandrekar.
- (29) Ms. Smita Pilankar.
- (30) Ms. Sushma Chari.
- (31) Ms. Sheetal Naik.
- (32) Ms. Pramila Divkar.
- (33) Ms. Urmila Salgaokar.
- (34) Ms. Rangeeta Matonkar.
- (35) Ms. Leena Divkar.
- (36) Ms. Nita Salgaokar.
- (37) Ms. Lilima Kerkar.
- (38) Ms. Asha Narvekar.
- (39) Ms. Leena Sherlekar.
- (40) Ms. Sangeeta Pednekar.
- (41) Ms. Maya Sherlekar.
- (42) Ms. Rita D'Souza.
- (43) Ms. Sharmila Kandolkar.
- (44) Ms. Usha Pednekar.
- (45) Ms. Lilawati Gadekar.
- (46) Ms. Maya Mulgaokar.

(2) If not, what relief the workmen are entitled to?

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 4th September, 2003.

Order

No. 24/9/89/-LAB-Part

Read:- Memorandum No. 24/9/89-LAB-Part dated 20-6-2003.

On the recommendation of Goa Public Service Commission as conveyed vide their letter No. COM/1/5/28(2) 96 dated 28-5-2003 the Government is pleased to appoint Dr. Da Costa Judith Anne, to the post of Senior Surgeon (Group 'A' Gazetted) under E.S.I. Scheme in Labour Department and post her in ESI Hospital at Margao-Goa on temporary basis in the pay scale of Rs. 10,000-325-15200+NPA with immediate effect as per terms and conditions contained in the memorandum cited above.

She shall be on probation for a period of two years from the date of her joining to the post of Senior Surgeon.

The expenditure shall be debited to the Budget Head 2210-Medical and Public Health, 01-Urban Health Services - Allopathy, 102-Employees State Insurance Scheme, 01-Implementation of Employees State Insurance Scheme (Plan), 01-Salaries.

There is no any adverse matter noticed by Government on verification of character and

antecedents against her. She has been declared medically fit by Medical Board at the time of her appointment as Senior Surgeon (Group 'A' Gazetted) under the Directorate of Health Services.

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 9th September, 2003.

Order

No. 28/38/2003-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Gregory & Nicholas, Parra, Goa and its workman Shri Sukdo Naik, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- "(1) Whether Shri Sukdo Naik, Asstt. Maintainance, can be construed as a 'Workmen' as per clause (s) of Section 2 of the Industrial Disputes Act, 1947?
- (2) If the answer to the issue No. (1) above is in the affirmative, then whether the action of the management of M/s. Gregory & Nicholas, Parra, Bardez, Goa in terminating the services of Shri Sukdo Naik, Asstt. Maintainance, with effect from 1-3-2003, is legal and justified?"
- (3) If the answer to issue No. (2) above is in the negative, then what relief if any, the workman is entitled to?"

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 9th September, 2003.

Order

No. 28/38/2003-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Gregory & Nicholas, Parra,

Bardez-Goa, and its workmen Ms. Roshan Vaigankar and others in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- "(1) Whether (1) Mrs. Roshan Vaigankar, Asstt. Store Keeper, (2) Shri Pratap Mapari, Despatch Assistant (3) Renita Fernandes, Packing Supervisor (4) Shri Rajesh Vaigankar, Production Supervisor, can be construed as 'Workman' as per clause (s) of Section 2 of the Industrial Disputes Act, 1947 ?
- (2) If the answer to the issue No. (1) above is in the affirmative then, whether the action of the management of M/s. Gregory & Nicholas, Parra, Bardez, Goa, in terminating the services of (1) Mrs. Roshan Vaigankar (2) Shri Pratap Mapari (3) Renita Fernandes and (4) Rajesh Vaigankar, with effect from 22-2-2003 is legal and justified?
- (3) If the answer to issue No. (2) above is in the negative, then what relief the workmen are entitled to ?"

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 9th September, 2003.

Order

No. 24/2/2002-LAB

Read:- Memorandum No. 24/2/2002-LAB dated 10-7-2003.

On the recommendation of Goa Public Service Commission as conveyed vide their letter No. COM/1/5/28(3)96 dated 24-6-2003 the Government is pleased to appoint Dr. Pramod Talekar to the post of Senior Gynaecologist & Obstetrician (Group 'A' Gazetted) under E.S.I. Scheme in Labour Department and post him in E. S. I. Hospital in Margao on temporary basis in the pay scale of Rs. 10,000-325-15200+NPA with immediate effect as per terms and conditions contained in the memorandum cited above

He will be on probation for a period of two years from the date of his joining to the post of Senior Gynaecologist and Obstetrician.

The expenditure shall be debited to the Budget Head:-

2210-Medical and Public Health 01-Urban Health Services-Allopathy 102-Employees State Insurance Scheme 01-Implementation of Employees State Insurance Scheme (Plan) 01-Salaries.

The appointment is made subject to the verification of his character and antecedents.

In the event of any adverse matter noticed by the Government on verification of his character and antecedents, the service will be terminated.

He has been declared medically fit by Medical Board at the time of his appointment on contract as Senior Gynaecologist & Obstetrician (Group 'A' Gazetted) under the Directorate of Health Services.

By order and in the name of Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 10th September, 2003.

Order

28/39/2003-LAB

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Menezes Chemicals (Goa) Pvt. Ltd., Curti, Ponda-Goa and their workmen represented by Gomantak Mazdoor Sangh, Ponda-Goa (hereinafter referred to as the "said parties"), in respect of the matter specified in the Schedule hereto (hereinafter referred to as the 'said dispute');

And whereas the said parties have jointly applied in the prescribed manner for a reference of the said dispute to the Industrial Tribunal in terms of sub-section (2) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter called the 'said Act');

And whereas the Government of Goa is satisfied that the persons applying represent the majority of each party.

Now, therefore, in exercise of the powers conferred by sub-section (2) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- (A) "Whether the following demands raised by the workmen of M/s. Menezes Chemicals (Goa) Pvt. Ltd., represented by Gomantak Mazdoor Sangh, are legal and justified?

Demand No. 1: Pay Scales:

Grade IV:

A 1750-60-2050-70-2400-80-2800-90-3250-95-3725-100-4225-105-4750.

B 1850-65-2175-75-2550-85-2975-95-3450-100-3950-105-4475-110-5025.

Grade III:

- A 1950-70-2300-80-2700-90-3150-100-3650-110-4200-115-4775-120-5375.
 B 2050-75-2425-85-2850-95-3325-105-3850-115-4425-120-5025-125-5650.

Grade II:

- A 2150-80-2550-90-3000-100-3500-110-4050-120-4650-125-5275-130-5925.
 B 2250-85-2675-95-3150-105-3675-115-4250-125-4875-130-5525-135-6200.

Grade I:

- A 2350-90-2800-100-3300-110-3850-120-4450-130-5100-135-5775-140-6475.
 B 2450-95-2925-105-3450-115-4050-125-4675-135-5350-140-6050-145-6775.

Special Grade:

- A 2550-100-3050-110-3600-120-4200-130-4850-140-5550-145-6275-150-7025.
 B 2650-105-3175-115-3750-125-4375-135-5050-145-5775-150-6525-155-7300.

Demand No. 2: Flat Rise:

Union demands that all the workmen shall be given the flat rise at the rate mentioned below:

Grade IV (A&B)	: Rs. 1200/-
Grade III (A&B)	: Rs. 1300/-
Grade II (A&B)	: Rs. 1400/-
Grade I (A&B)	: Rs. 1400/-
Grade Special (A&B)	: Rs. 1500/-

The above amounts should be added to the existing basic and thereafter fitted in the revised pay scale in the higher stage.

Demand No. 3: Seniority Increments:

Union demands that the workmen should be given Seniority increments as mentioned below:

Service up to 3 years	: One Increment.
Service from 3 years to 7 years	: Two Increments.
Service from 7 years to 10 years	: Three Increments.
Service from 10 years to 15 years	: Four Increments.
Service from 15 years to 20 years	: Five Increments.
Service from 20 years to 25 years	: Six Increments.
Service from 25 years to 30 years	: Seven Increments.
Service above 30 years	: Eight Increments.

Demand No. 4: FDA/Variable Dearness Allowance:

Union demands that the FDA shall be paid at the rate of Rs. 2000/- at AICPI 1770(1960=100) and thereafter

VDA shall be paid at the revised rate of Rs. 4/- per point rise beyond 1770 points (1960=100) the computation of VDA shall be made quarterly based on the average consumer price index of preceding quarter. The amount of VDA upto 1770 points shall be merged in the Basic.

Demand No. 5: House Rent Allowance:

Union demands that HRA should be paid at the revised rate of 30% of basic and dearness allowance as the cost of accommodation is very high in Goa being a Tourist State.

Demand No. 6: Education Allowance:

The Union demands that the Education Allowance shall be paid at the rate of Rs. 500/- per workman per month.

Demand No. 7: Conveyance Allowance:

Union demands that all workmen shall be paid Conveyance Allowance at the rate of Rs. 850/- per month.

Demand No. 8: Transport Facility:

Union demands that the free transport facility should be provided to those workmen who are presently not provided with this facility. The detail routes shall be given at the time of negotiations.

Demand No. 9: Paid Holidays:

Union demands that all the workmen shall be granted paid holidays at the rate of 16 days per year. Union further demands that the festival holidays which fall on Sunday shall be changed to next day or one day earlier, which shall be finalised in consultation with the Union.

Demand No. 10: Leave:

Union demands that all the workers should be given leave on following basis:-

- (A) *Earned Leave*: Union demands that all the workmen should be given earned leave at the rate of 36 days E.L. per year with accumulation upto 150 days and leave shall be allowed to be taken 10 times in a year.
- (B) *Casual Leave*: Union demands that all the workmen should be given casual leave at the rate of 20 days per year with encashment facility.
- (C) *Sick Leave*: Union demands that all the workmen should be given sick leave at the rate of 24 days per year and accumulation upto 60 days.

Demand No. 11: Leave Travel Assistance:

Union demands that LTA should be paid at the revised rate of Rs. 6000/- per annum with minimum of four earned days leave. The amount shall be paid one week before the commencement of leave.

Demand No. 12: Food Subsidy/Canteen Subsidy:

Union demands that all the workmen shall be paid canteen subsidy at the rate of Rs. 750/- per month.

Demand No. 13: Medical Allowance:

Union demands that the workmen shall be reimbursed all the medical expenses incurred by him for self and shall be paid Rs. 5000/- per annum towards the medical expenses for their dependents by the management. And in case of major sickness, the total amount shall be reimbursed.

Demand No. 14: Promotion Policy:

Union demands that separate promotion policy should be promulgated in consultation with the Union. The detailed promotion policy will be submitted to the management at the time of negotiations.

Demand No. 15: Loan:

Union demands that interest free loan of Rs. 200000/- should be granted for house repair and construction of house. And Rs. 50000/- to meet expenses towards the purchase of household articles or marriage of self or his/her family member, scooter etc.

Demand No. 16: Gifts:

Union demands that workmen should be given service award as mentioned below:-

Service upto 5 years gift worth Rs. 3500/- with service certificate.

Service from 5 years to 10 years gift worth Rs. 5000/- with service certificate.

Service from 10 years to 20 years gift worth Rs. 7500/- with service certificate.

Service above 20 years gift worth Rs. 10000/- with certificate.

Demand No. 17: Domiciliary Treatment Allowance:

Union demands that existing DTA should be revised and paid at the rate of Rs. 500/- per month.

Demand No. 18: Seniority Fixed Dearness Allowance:

Union demands that all the workmen shall be paid SFDA at the uniform rate of Rs. 800/- per month.

Demand No. 19: Welfare Fund:

Union demands that existing contribution shall be revised at the rate of Rs. 20/- per month and matching contribution should be remitted by the management.

Demand No. 20: Yearly Gift:

Union demands that all the workmen shall be given yearly gift at the time of festival of Rs. 3000/- each once in a year, to meet the additional expenses incurred by him for such festival.

Demand No. 21: Out Station Allowance:

Union demands that those workmen who are required to work on out station duty within Goa, they shall be paid the outstation allowance at the rate of Rs. 150/- per day. And Rs. 300/- per day for out of State duty.

Demand No. 22: Payment of Gratuity:

Union demands that all the workmen who have worked for more than 5 years shall be paid gratuity at the rate of 30 days wages per year of service.

Demand No. 23: Supply of Raincoats/Umbrella and safety shoes:

Union demands that the workmen shall be supplied with Raincoats of Duck Back, Gumboots of Sawastik Make, Stag Brand Umbrella and Safety shoes of BATA make every year.

Demand No. 24: Employment next to kin:

Union demands that the kin of the workmen who have died or retired shall be given employment in the company.

Demand No. 25: Bonus/Ex-gratia:

Union demands that all the workers shall be paid Bonus/Ex-gratia at the rate of 30% of gross wages every year before Diwali.

Demand No. 26: Chemical/Hardship Allowance:

Union demands that all the workers shall be paid Chemical/Hardship Allowance at the rate of Rs. 250/- per month per workman.

Demand No. 27: Ambulance:

Union demands that Ambulance should be provided at Factory.

Demand No. 28: Up Gradation:

Union demands that those employees who could not get higher grade, such employees should be upgraded after 5 years in same grade.

Demand No. 29: Five Day Week:

Union demands that all the workers should be given five days week working in the factory as already staff and administration is enjoying the said facility.

Demand No. 30: Shift Allowance:

Union demands that those workers who work in shifts shall be paid shift allowance at the rate of Rs. 50/- per shift in third shift and Rs. 35/- per shift in second shift.

Demand No. 31: Officiating Allowance:

Union demands that officiating allowance should be paid at the rate mentioned below:

1. Grade IV to III	Rs. 10/- per day.
2. Grade III to II	Rs. 15/- per day.
3. Grade II to I	Rs. 20/- per day.
4. Grade I to Special	Rs. 25/- per day.

And if workers put more than 200 days officiating in the preceding 12 months he should be given promotion.

Demand No. 31: Festival Advance:

Union demands that all the workers should be granted festival advance at the rate of one month gross salary once in a year which shall be recovered in 10 equal installments.

Demand No. 32: Supply of Tea & Snacks in the 2nd shift:

Union demands that the Tea and Snacks should also be given to the workers working in the 2nd shift.

Demand No. 33: Rest Room:

Union demands that the proper rest room facility should be provided in the factory premises.

Demand No. 34: Sterile Allowance:

Union demands that those workmen working in sterile area shall be paid sterile allowance at the revised rate of Rs. 20/- per day.

Demand No. 35: Promotion B Grades:

Union demands that those workmen who have put three years and more service in Grade A, such workmen should be promoted in Grade B, without any conditions.

Demand No.36: Additional Increment:

Union demands that those workmen who have put more than 3 years service in Grade B, such workmen should be granted one additional increment, as against the present five years.

Demand No. 37:

Union reserves the right to amend, add, delete any demands during the time of negotiation.

(2) If not, what relief the workmen are entitled to?"

By order and in the name of the Governor of Goa.

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 11th September, 2003.

◆◆◆
Department of Personnel

Order

No. 6/2/2002-PER

The Governor of Goa is pleased to order the transfer and posting of the following officers in Senior Scale of Goa Civil Service in public interest, with immediate effect:-

Sr. No.	Name of the officer and present posting	Transfer and posted as
1.	Shri Vasant Bodnekar, Director (Admn.), Directorate of Education.	Addl. Inspector General of Prisons
2.	Shri Ashok Korgaonkar, Awaiting posting.	Addl. Collector, North-II
3.	Shri C. L. Malgaonkar, Awaiting posting.	Joint Chief Electoral Officer

Shri Swapnil Naik, Special Land Acquisition Officer, Mopa Airport Project shall hold the charge of the post of Nodal Officer N. R. I. Cell, Home Department (F&CD) with immediate effect in addition to his own duties and until further orders.

Shri A. B. Bhartu, Addl. Collector, North shall hold the charge of the post of Administrative Officer, E. S. I. with immediate effect in addition to his own duties and until further orders.

S/Shri K. B. Surjuse, Nodal Officer, N. R. I. Cell, Home Department (F&CD) and Melvyn Vaz, Additional Inspector General of Prisons shall report to Personnel Department for their further posting.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 22nd September, 2003.

Order

No. 15/5/97-PER

Shri Johnson B. Fernandes, Jt. Mamlatdar, Salcete, shall hold the charge of the post of Block Development Officer, Salcete, in addition to his own duties with immediate effect, until further orders.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 23rd September, 2003.

Order

No. 4/3/2000-PER (PART)

Shri R. G. Joshi, Director of Agriculture shall hold charge of the post of Managing Director, Goa State Horticultural Corporation Ltd., in addition to his own duties, with immediate effect, during the leave period of Shri S. S. P. Tendulkar, Managing Director, Goa State Horticultural Corporation Ltd.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 25th September, 2003.

Order

No. JS(PER)-2003-PER

Shri P. S. Reddy, Officer in Selection Grade of Goa Civil Service is posted as "Managing Director, Economic Development Corporation Limited" with immediate effect.

Consequently, Shri A. V. Palekar, Managing Director, Economic Development Corporation Limited and holding charge of Managing Director, Info Tech Corporation of Goa is posted as Managing Director, Info Tech Corporation of Goa on full time basis with immediate effect.

By order and in the name of the Governor of Goa.

D. M. Borkar, Joint Secretary (Personnel).

Panaji, 26th September, 2003.

Order

No. 13/32/2003-PER

Governor of Goa is pleased to grant extension in service to Shri G. B. Naik, Co-ordinator, State Institute of Education, Porvorim, beyond the date of his superannuation for a period of six months upto 31-3-2004.

The extension is subject to termination without assigning any reasons at any time during the period of extension.

By order and in the name of the Governor of Goa.

D. M. Borkar, Joint Secretary (Personnel).

Panaji, 30th September, 2003.

Order

No. 13/34/2003-PER

Governor of Goa is pleased to grant extension in service to Shri S. S. Keshkamat, Senior Scale Officer of Goa Civil Service, presently posted as Collector, North Goa District beyond the date of his superannuation (i.e. 22-9-2003) upto 21-9-2004.

The extension is subject to termination without assigning any reasons at any time during the period of extension.

By order and in the name of the Governor of Goa.

D. M. Borkar, Joint Secretary (Personnel).

Panaji, 30th September, 2003.

Order

No. 13/26/2002-PER(C)

Shri D. M. Borkar, Senior Scale Officer of Goa Civil Service presently posted as Joint Secretary (Personnel) is re-employed on contract basis for a period of one year w.e.f. 1-10-2003. He shall continue to function as Joint Secretary (Personnel) until further orders.

Shri Borkar shall draw emoluments as per rules.

His appointment is subject to his executing the Agreement specifying the terms and conditions of his re-employment.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 30th September, 2003.

Order

No. 13/3/2001-PER (C)

Read: Order No. 13/3/2001-PER(C) dated 20-8-2003.

The re-employment period of Shri A. P. Nunes, retired Under Secretary in the Office of Advocate General, is hereby extended for the further period upto 31-12-2003. On extension of contract period, Shri Nunes is designated as "Officer on Special Duty in the Office of Ld. Advocate General".

2. Shri Nunes shall draw emoluments as per rules.

3. His appointment is subject to the agreement dated 5-4-2001 executed by him, specifying the terms and conditions of the contract.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 6th October, 2003.

Order

No. 5/3/90-PER-A

Read: Govt. Order No. 6/4/91-PER dated 10-03-2003.

The ad hoc appointments of the following Senior Scale Officers of Goa Civil Service made vide Government order dated 10-3-2003 have been extended for a further period with effect from the dates mentioned against their names or till the appointments are made on regular basis, whichever is earlier:-

1. Kum. Yvonne Cunha - 10-9-2003 to 31-10-2003.
2. Shri Adolf Mascarenhas - 10-9-2003 to 11-3-2004.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 7th October, 2003.

Order

No. 5/3/90-PER-B

Read: Govt. Order No. 6/4/91-PER (Part-II) dated 30-04-2003.

The ad hoc appointments of the following Junior Scale Officers of Goa Civil Service made vide Government order dated 30-4-2003 have been extended for a further period of six months with effect from 30-10-2003 to 30-4-2004 or till the appointments are made on regular basis, whichever is earlier:-

1. Shri Francisco X. L. Ferrao.
2. Smt. Meena H. Naik Goltekar.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 7th October, 2003.

Order

No. 5/3/90-PER-C

Read: Govt. Order No. 6/4/91-PER Part-II dated 11-04-2003.

The ad hoc appointments of the following Junior Scale Officers of Goa Civil Service made vide Government order dated 11-4-2003 have been extended for a further period of six months with effect from 11-10-2003 to 11-4-2004 or till the appointments are made on regular basis, whichever is earlier:-

1. Shri B. S. Kudalkar.
2. Shri D. Bandekar.

3. Smt. Deepali Naik.
4. Shri Raju Gawas.
5. Smt. Sandya Kamat.
6. Shri Damodar Morajkar.

By order and in the name of the Governor of Goa.

Vikas Mardolkar, Under Secretary (Personnel).

Panaji, 7th October, 2003.

Order

No. 7/12/98-PER

On placement of his services at the disposal of the State Government by the Government of India, Ministry of Environment & Forests, New Delhi, vide Order No. A-42011/2/2002-IFS.I dated 17-7-2003, Governor of Goa, is pleased to appoint Shri C. D. Singh, IFS (AGMU: 87) as Dy. Conservator of Forests (Social Forestry), Ponda thereby relieving Shri O. V. R. Reddy, IFS, Dy. Conservator of Forests, of the additional charge with immediate effect.

Shri C. D. Singh, had submitted reporting application to Chief Conservator of Forests on 07-08-2003 (A.N.) and was awaiting posting.

By order and in the name of the Governor of Goa.

D. M. Borkar, Joint Secretary (Personnel).

Panaji, 7th October, 2003.

Department of Public Health

Order

No. 22/3/2000-I/PHD (Part)

On the recommendation of the Goa Public Service Commission, vide their letter, No. COM/1/5/24(6)/89-2000-Vol. I dated 6-5-2003, the Government is pleased to appoint Dr. Vijay Raghunath Naik, Junior Physician (Group 'A' Gazetted) in the pay scale of Rs. 8000-275-13,500+N.P.A. under the Directorate of Health Services with immediate effect as per the terms and conditions contained in the Memorandum No. 22/3/2000-I/PHD(Part) dated 4-6-2003 and post him at Community Health Centre, Ponda.

Dr. Vijay Naik shall be on probation for a period of two years. His character and antecedents have been verified and nothing adverse has been found against him as on date. Dr. Naik has been medically examined and found fit by the Medical Board.

By order and in the name of the Governor of Goa.

S. G. Korgaokar, Under Secretary (Health).

Panaji, 1st October, 2003.

Order

No. 7/4/2003-I/PHD

The Government is pleased to promote the following two Officers holding the posts of Assistant Drugs Controller on regular basis, to the posts of Deputy Director of Directorate of Food & Drugs Administration (Group 'A' Gazetted; Pay Scale: Rs. 10,000-15,200) purely on ad hoc basis with immediate effect for a period of three months or till the posts are filled on regular basis, whichever is earlier:

1. Shri Pramod K. Jain.
2. Shri S. S. Sardesai.

Their pay will be fixed as per rules.

The above appointments are made against the posts created vide Order No. 13/2/2001-I/PHD (Part file) dated 4-9-2003 and will not bestow on the promotees any claim for regular appointment and the service rendered by them on ad hoc basis in the grade will also not count for the purpose of seniority in the grade for eligibility for promotion to the next higher grade, if any.

By order and in the name of the Governor of Goa.

S. G. Korgaokar, Under Secretary (Health).

Panaji, 8th October, 2003.

Department of Transport

Directorate of Transport

Order

No. D.Tpt/EST/PF/2003/1795

Ref:- Application dated 15-07-03 from Shri Eknath K. Singbal, Asstt. Director of Transport (Enf), South, Margao.

Ex-post facto approval of the Government is hereby conveyed to accept a notice of Voluntary Retirement, from Government Service, tendered by Shri Eknath K. Singbal, Assistant Director of Transport of this Directorate vide his application dated 15-07-2003 w.e.f. 30-09-2003 (A.N.).

Further three months notice period as provided under sub rule 3-A (b) of Rule 48-A of C. C. S. (Pension) Rules, 1972 has also been curtailed.

Shri Eknath K. Singbal, Assistant Director of Transport shall stand relieved w.e.f. 30-09-2003 (A.N.).

By order and in the name of the Governor of Goa.

Daulat A. Hawaldar, Director of Transport & Ex-Officio Joint Secretary.

Panaji, 6th October, 2003.